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# Collective Agreement Wage Tables Educational Services

## April 2022

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**Administrative/Secretary Page 22**

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# Collective Agreement Wages Tables - Educational Services

Wages in parentheses indicate wage adjustments

Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024			
<b>Aspen View School Division</b>																		
CUPE Local 4575	44	2020-08-31	48	2017-11-24	Custodian	\$ 18.16	\$ 18.16	\$ 18.16	\$ 19.34	\$ 18.62								
						2%	0%	0%	1%	1.5%								
					Custodian II	\$ 21.25	\$ 21.25	\$ 21.25	\$ 21.46	\$ 21.78								
						2%	0%	0%	1%	1.5%								
					Education Assistant, Certified	\$ 23.00	\$ 23.00	\$ 23.00	\$ 23.23	\$ 23.58								
						2%	0%	0%	1%	1.5%								
					School Secretary	\$ 21.62	\$ 21.62	\$ 21.62	\$ 21.84	\$ 22.16								
						2%	0%	0%	1%	1.5%								
<b>Battle River School Division</b>																		
Battle River School Bus Drivers' Association	34	2018-08-31	12	2017-09-17	Bus Driver	\$ 84.68	\$ 84.68	\$ 84.68	\$ 15.73	\$ 16.04								
						2%	0%	0%	0%	2%								
CUPE Local 1075	7	2020-08-31	48	2017-06-30	Custodian	\$ 21.49	\$ 21.49	\$ 21.49	\$ 21.49	\$ 21.70								
						3%	0%	0%	0%	1%								
					Head Custodian	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.81								
						3%	0%	0%	0%	1%								
<b>Black Gold School Division</b>																		
CUPE Local 3484	508	2021-08-31	36	2019-04-24	Education Assistant, Level 2	\$ 22.53	\$ 22.76	\$ 22.99	\$ 22.99	\$ 23.10	\$ 23.33							
						2%	1%	1%	0%	0.5%	1%							
					Education Assistant, Level 3	\$ 23.52	\$ 23.76	\$ 24.00	\$ 24.00	\$ 24.12	\$ 24.36							
						2%	1%	1%	0%	0.5%	1%							
					Secretary I	\$ 22.85	\$ 23.08	\$ 23.31	\$ (23.76)	\$ 23.88	\$ 24.12							
						2%	1%	1%	0%	0.5%	1%							
					Head Secretary	\$ 24.60	\$ 24.85	\$ 25.10	\$ (25.55)	\$ 25.68	\$ 25.94							
						2%	1%	1%	0%	0.5%	1%							
Teamsters Local 987	86	2024-08-31	48	2022-01-28	Custodian 1	\$ 19.79	\$ (20.49)	\$ (20.95)	\$ (21.41)	\$ 21.41	\$ 21.41	\$ 21.41	\$ 21.41	\$ 21.68	\$ 22.01			
						2%	1%	1%	1%	0%	0%	0%	0%	1.25%	1.5%			
					Custodian 2	\$ 22.70	\$ (23.43)	\$ (23.92)	\$ (24.41)	\$ 24.41	\$ 21.41	\$ 21.41	\$ 21.41	\$ 24.72	\$ 25.09			
						2%	1%	1%	1%	0%	0%	0%	0%	1.25%	1.5%			

# Collective Agreement Wages Tables - Educational Services

Wages in parentheses indicate wage adjustments

Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Buffalo Trail School Division</b>															
CUPE Local 1606	244	2022-08-31	36	2020-04-09	Custodian	\$ 20.72	\$ 20.72	\$ 20.72	\$ 21.02	\$ 21.02	\$ 21.02	\$ 21.02			
						2%	0%	0%	\$ 0.30	0%	0%	0%			
					Educational Assistant	\$ 20.30	\$ 20.30	\$ 20.30	\$ 20.60	\$ 20.60	\$ 20.60	\$ 20.60			
						2%	0%	0%	\$ 0.30	0%	0%	0%			
	Administrative Assistant	\$ 22.15	\$ 22.15	\$ 22.15	\$ 22.45	\$ 22.45	\$ 22.45	\$ 22.45							
		2%	0%	0%	\$ 0.30	0%	0%	0%							
<b>Calgary School Division</b>															
CUPE Local 40	750	2020-08-31	36	2019-05-14	Cleaner, Full-time	\$ 21.03	\$ 21.03	\$ 21.03	\$ 21.03	\$ 21.03					
						0%	0%	0%	0%	0%					
Staff Association	5,000	2020-08-31	36	2019-06-11	Education Assistant, Grade C	\$ 28.43	\$ 28.43	\$ 28.43	\$ 28.43	\$ 28.43					
						0%	0%	0%	0%	0%					
					Education Assistant, Grade D	\$ 30.96	\$ 30.96	\$ 30.96	\$ 30.96	\$ 30.96					
		0%	0%	0%	0%	0%									
	School Secretary / Office Assistant, Grade C	\$ 28.43	\$ 28.43	\$ 28.43	\$ 28.43	\$ 28.43									
		0%	0%	0%	0%	0%									
<b>Calgary Quest Children's Society</b>															
UFCW Local 401	63	2021-08-31	36	2019-05-16	Janitorial Staff	\$ 16.97	\$ 17.14	\$ 17.57	\$ 17.66	\$ 17.84	\$ 18.20				
							1%	2.5%	0.5%	1%	2%				
	Instructional Assistant, Level B	\$ 25.77	\$ 26.03	\$ 26.68	\$ 26.81	\$ 27.08	\$ 27.62								
		1%	2.5%	0.5%	1%	2%									
<b>Calgary Roman Catholic Separate School Division</b>															
CUPE Local 520	328	2020-08-31	36	2019-06-01	Cleaner, Group 1	\$ 24.90	\$ 24.90	\$ 24.90	\$ 24.90	\$ 24.90					
						2%	0%	0%	0%	0%	TBD				
Unifor Local 1990	1,757	2018-08-31	24	2019-01-30	Education Assistant Category 5	\$ 22.79	\$ 22.79	\$ 22.79							
						2%	0%	0%							
					Education Assistant Category 10	\$ 28.56	\$ 24.56	\$ 28.56							
						2%	0%	0%							
	Administrative Secretary Elementary, Category 10	\$ 28.56	\$ 28.56	\$ 28.56											
		2%	0%	0%											
	Administrative Secretary Secondary, Category 11	\$ 29.34	\$ 29.34	\$ 29.34											
		2%	0%	0%											

# Collective Agreement Wages Tables - Educational Services

Wages in parentheses indicate wage adjustments

Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Canadian Rockies School Division</b>															
CUPE Local 4306	53	2021-08-31	24	2020-01-23	Education Assistant	\$ 24.16	\$ 24.16	\$ 24.16	\$ 24.52	\$ 24.52	\$ 24.52				
						3%	0%	0%	1.5%	0%	0%				
CUPE Local 37	15	2021-08-31	24	2019-12-17	Administrative Assistant	\$ 24.56	\$ 24.56	\$ 24.56	\$ 24.93	\$ 24.93	\$ 24.93				
						3%	0%	0%	1.5%	0%	0%				
					Custodian	\$ 23.01	\$ 23.01	\$ 23.01	\$ 23.35	\$ 23.35	\$ 23.35				
						3%	0%	0%	1.5%	0%	0%				
<b>Clearview School Division</b>															
CUPE Local 4292	20	2021-08-31	24	2020-02-20	Custodian	\$ 21.04	\$ 21.33	\$ 21.33	\$ 21.33	\$ 21.33	\$ 21.33				
						2%	1.4%	0%	0%	0%	0%				
<b>East Central Alberta Catholic Separate School Division</b>															
CUPE Local 5352	103	2021-08-31	36	2020-03-10	Administrative Assistant 1 / Office Clerk 1	\$ 23.33	\$ 23.33	\$ 23.33	\$ 23.33	\$ 23.33	\$ 23.33				
						2%	0%	0%	0%	0%	0%				
					Administrative Assistant 2 / Office Clerk 2	\$ 25.58	\$ 25.58	\$ 25.58	\$ 25.58	\$ 25.58	\$ 25.58				
						2%	0%	0%	0%	0%	0%				
					Custodian	\$ 21.51	\$ 21.51	\$ 21.51	\$ 21.51	\$ 21.51	\$ 21.51				
						2%	0%	0%	0%	0%	0%				
					Educational Assistant 1	\$ 19.67	\$ 19.67	\$ 19.67	\$ 19.67	\$ 19.67	\$ 19.67				
						2%	0%	0%	0%	0%	0%				
					Educational Assistant 2	\$ 21.12	\$ 21.12	\$ 21.12	\$ 21.12	\$ 21.12	\$ 21.12				
						2%	0%	0%	0%	0%	0%				
<b>Edmonton Catholic Separate School Division</b>															
AUPE	398	2020-08-31	48	2019-01-29	Custodian	\$ 24.70	\$ 24.70	\$ 24.70	\$ 24.70	\$ 25.20					
						2.5%	0%	0%	0%	2%					
					Custodian, Senior	\$ 26.62	\$ 26.62	\$ 26.62	\$ 26.62	\$ 27.16					
						2.5%	0%	0%	0%	2%					
<b>Edmonton School Division</b>															
CUPE Local 474	946	2020-08-31	36	2018-09-25	Custodian	\$ 24.28	\$ 24.71	\$ 24.71	\$ 24.71	\$ 25.02					
						2%	1.75%	0%	0%	1.25%					
CUPE Local 3550	3,487	2020-08-31	36	2019-03-19	Education Assistant, Grid E	\$ 27.79	\$ 28.28	\$ 28.28	\$ 28.42	\$ 28.70					
						2%	1.75%	0%	0.5%	1%					
					Administrative Assisant, Grid E	\$ 27.79	\$ 28.28	\$ 28.28	\$ 28.42	\$ 28.70					
						2%	1.75%	0%	0.5%	1%					

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<b>Elk Island Catholic Separate School Division</b>															
Elk Island Catholic Transportation Association	36	2022-08-31	48	2018-09-06	Bus Driver	\$ 74.35	\$ 74.35	\$ 74.35	\$ 75.83	\$ 75.83	\$ 75.83	\$ 75.83	\$ 75.83		
						0%	0%	0%	2%	0%	0%	0%	0%		
CUPE Local 1961	56	2020-08-31	36	2018-01-24	Caretaker	\$ 23.64	\$ 23.64	\$ 24.11	\$ 24.11	\$ 24.11					
						0%	0%	2%	0%	0%					
Unifor Local 71	183	2021-08-31	36	2019-03-01	Education Assistant III	\$ 31.40	\$ 31.40	\$ 31.40	\$ 31.40	\$ 31.40	\$ 31.40				
						1%	0%	0%	0%	0%	0%				
					Education Assistant II	\$ 27.34	\$ 27.34	\$ 27.34	\$ 27.34	\$ 27.34	\$ 27.34				
						1%	0%	0%	0%	0%	0%				
					Secretary I	\$ 25.11	\$ 25.11	\$ 25.11	\$ 25.11	\$ 25.11	\$ 25.11				
						1%	0%	0%	0%	0%	0%				
					Secretary II	\$ 27.34	\$ 27.34	\$ 27.34	\$ 27.34	\$ 27.34	\$ 27.34				
						1%	0%	0%	0%	0%	0%				
<b>Foothills School Division</b>															
Foothills School Division Bus Drivers' Association	80	2019-08-31	36	2017-11-23	Bus Driver	\$ 22.13	\$ 22.13	\$ 22.13	\$ 22.35						
						3%	0%	0%	1%						
CUPE Local 5040	215	2020-08-31	12	2019-12-05	Education Assistant	\$ 22.16	\$ 22.16	\$ 22.16	\$ 22.38	\$ 22.38					
						3%	0%	0%	1%	0%					
					Secretary	\$ 22.16	\$ 22.16	\$ 22.16	\$ 22.38	\$ 22.38					
						3%	0%	0%	1%	0%					
<b>Fort McMurray Roman Catholic Separate School Division</b>															
CUPE Local 2559	270	2020-08-31	48	2017-06-06	Custodian	\$ 22.26	\$ 22.26	\$ 22.26	\$ 22.26	\$ 22.26					
						2%	0%	0%	0%	0%					
					Education Assistant 1	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00					
						2%	0%	0%	0%	0%					
					Education Assistant 6	\$ 32.59	\$ 32.59	\$ 32.59	\$ 32.59	\$ 32.59					
						2%	0%	0%	0%	0%					
					School Assistant Secretary, Administrative Support 4	\$ 26.02	\$ 26.02	\$ 26.02	\$ 26.02	\$ 26.02					
						2%	0%	0%	0%	0%					
					School Administrative Assistant, Administrative	\$ 29.02	\$ 29.02	\$ 29.02	\$ 29.02	\$ 29.02					
						2%	0%	0%	0%	0%					

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Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Fort McMurray Public School Division</b>															
CUPE Local 2545	366	2021-08-31	36	2019-04-24	Custodial	\$ 23.76	\$ 23.76	\$ 23.76	\$ 23.76	\$ 24.00	\$ 24.30				
						1%	0%	0%	0%	1%	1.25%				
					Education Assistant, Band 1	\$ 25.49	\$ 25.49	\$ 25.49	\$ 25.49	\$ 25.74	\$ 26.07				
						1%	0%	0%	0%	1%	1.25%				
					Education Assistant, Band 4	\$ 28.09	\$ 28.09	\$ 28.09	\$ 28.09	\$ 28.37	\$ 28.73				
						1%	0%	0%	0%	1%	1.25%				
					Administrative Assistant, Band 2	\$ 26.37	\$ 26.37	\$ 26.37	\$ 26.37	\$ 26.63	\$ 26.97				
						1%	0%	0%	0%	1%	1.25%				
					Senior Administrative Assistant, Band 5	\$ 28.96	\$ 28.96	\$ 28.96	\$ 28.96	\$ 29.25	\$ 29.62				
						1%	0%	0%	0%	1%	1.25%				
<b>Golden Hills School Division</b>															
CUPE Local 2347	25	2020-08-31	36	2018-04-26	Education Program Assistant I	\$ 20.99	\$ 21.41	\$ 21.41	\$ 21.73	\$ 22.06					
						2%	2%	0%	1.5%	1.5%					
					Education Program Assistant, Signing Aide	\$ 26.62	\$ 27.15	\$ 27.15	\$ 27.56	\$ 27.97					
						2%	2%	0%	1.5%	1.5%					
					Secretary I	\$ 21.60	\$ 22.03	\$ 22.03	\$ 22.36	\$ 22.70					
						2%	2%	0%	1.5%	1.5%					
					Secretary II	\$ 19.99	\$ 20.39	\$ 20.39	\$ 20.70	\$ 21.01					
						2%	2%	0%	1.5%	1.5%					
<b>Grande Prairie School Division</b>															
Employees Assn	364	2021-08-31	48	2018-04-17	Caretaker	\$ 23.44	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42				
						2%	4.2%	0%	0%	0%	0%				
					Education Assistant, Level 2	\$ 23.60	\$ 24.06	\$ 24.06	\$ 24.06	\$ 24.06	\$ 24.06				
						2%	2%	0%	0%	0%	0%				
					Education Assistant, Level 3	\$ 23.96	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42				
						2%	2%	0%	0%	0%	0%				
					Administrative Assistant	\$ 23.55	\$ 24.02	\$ 24.02	\$ 24.02	\$ 24.02	\$ 24.02				
						2%	2%	0%	0%	0%	0%				
					One Administrative Assistant School	\$ 24.08	\$ 24.56	\$ 24.56	\$ 24.56	\$ 24.56	\$ 24.56				
						2%	2%	0%	0%	0%	0%				

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Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024			
<b>Grande Prairie Roman Catholic Separate School Division</b>																		
Unifor Local 328	196	2020-08-31	36	2017-05-31	Custodian	\$ 25.79	\$ 26.31	\$ 26.31	\$ 26.31	\$ 27.10								
						1.5%	2%	0%	0%	3%								
					Education Assistant	\$ 24.20	\$ 24.68	\$ 24.68	\$ 24.68	\$ 25.42								
						1.5%	2%	0%	0%	3%								
					School Secretary	\$ 25.69	\$ 26.20	\$ 26.20	\$ 26.20	\$ 26.99								
					1.5%	2%	0%	0%	3%									
					School Secretary 1	\$ 27.66	\$ 28.24	\$ 28.24	\$ 28.24	\$ 29.08								
						1.5%	2%	0%	0%	3%								
<b>Grande Yellowhead School Division</b>																		
CUPE Local 1357	210	2021-08-31	36	2018-11-28	Teacher Assistant II	\$ 22.01	\$ 22.23	\$ 22.45	\$ 22.45	\$ 22.56	\$ 22.79							
						2%	1%	1%	0%	0.5%	1%							
					Teacher Assistant III	\$ 22.32	\$ 22.54	\$ 22.77	\$ 22.77	\$ 22.88	\$ 23.11							
						2%	1%	1%	0%	0.5%	1%							
					Secretary I	\$ 22.11	\$ 22.33	\$ 22.55	\$ 22.55	\$ 22.66	\$ 22.89							
					2%	1%	1%	0%	0.5%	1%								
					Secretary IV	\$ 25.38	\$ 25.63	\$ 25.89	\$ 25.89	\$ 26.02	\$ 26.28							
						2%	1%	1%	0%	0.5%	1%							
<b>Greater North Central Francophone Education Region</b>																		
Unifor Local 777	35	2019-08-31	36	2017-10-15	Custodian	\$ 24.68	\$ 24.68	\$ 24.68	\$ 24.68									
						0%	0%	0%	0%									
Unifor Local 52A	100	2022-08-31	48	2019-12-06	Education Assistant, Level 3	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.57			
						0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
					Education Assistant, Level 5	\$ 28.88	\$ 28.88	\$ 28.88	\$ 28.88	\$ 28.88	\$ 28.88	\$ 28.88	\$ 28.88	\$ 28.88				
						0%	0%	0%	0%	0%	0%	0%	0%	0%				
					Secretary, Level 4	\$ 26.73	\$ 26.73	\$ 26.73	\$ 26.73	\$ 26.73	\$ 26.73	\$ 26.73	\$ 26.73	\$ 26.73				
					0%	0%	0%	0%	0%	0%	0%	0%	0%	0%				
					Secretary, Level 6	\$ 31.01	\$ 31.01	\$ 31.01	\$ 31.01	\$ 31.01	\$ 31.01	\$ 31.01	\$ 31.01	\$ 31.01				
						0%	0%	0%	0%	0%	0%	0%	0%	0%				

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Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Greater St. Albert Roman Catholic Separate School Division</b>															
CUPE Local 2550	73	2022-08-31	36	2019-12-19	Education Assistant	\$ 27.52	\$ 27.52	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62			
						2%	0%	4%	0%	0%	0%	0%			
					School Office Support I	\$ 24.44	\$ 24.44	\$ 25.43	\$ 25.43	\$(26.54)	\$ 26.54	\$ 26.54			
						2%	0%	4%	0%	0%	0%	0%			
					School Office Support II	\$ 27.52	\$ 27.52	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62			
						2%	0%	4%	0%	0%	0%	0%			
<b>Greater St. Albert Roman Catholic Separate School Division (City of St. Albert)</b>															
Unifor Local 72A	109	2020-08-31	28	2018-05-14	Education Assistant	\$ 28.06	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62					
						1%	2%	0%	0%	0%					
					Administrative Services I / School Office Support I	\$ 24.93	\$ 25.43	\$ 25.43	\$ 25.43	\$ 25.43					
						1%	2%	0%	0%	0%					
					Administrative Services II / School Office Support II	\$ 28.06	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62					
						1%	2%	0%	0%	0%					
<b>High Prairie School Division</b>															
CUPE Local 1038	62	2020-08-31	36	2017-10-03	Bus Driver	\$ 65.99	\$ 67.31	\$ 67.65	\$ 68.33	\$ 69.35					
						1%	2%	0.5%	1%	1.5%					
<b>Holy Spirit Roman Catholic Separate School Division</b>															
CUPE Local 1825	224	2020-08-31	36	2018-03-28	Education Assistant	\$ 22.10	\$ 22.54	\$ 22.54	\$ 22.54	\$ 22.99					
						2%	2%	0%	0%	2%					
					Administrative Assistant	\$ 24.93	\$ 25.43	\$ 25.43	\$ 25.43	\$ 25.94					
						2%	2%	0%	0%	2%					
CUPE Local 290	36	2020-08-31	36	2019-03-18	Caretaker	\$ 23.34	\$ 23.34	\$ 23.34	\$ 23.34	\$ 23.34	\$ 23.81				
						2%	0%	0%	0%	0%	2%				
<b>Horizon School Division</b>															
CUPE Local 3203	176	2020-08-31	12	2021-01-14	Caretaker	\$ 22.71	\$ 22.71	\$ 22.71	\$ 22.71	\$ 22.71					
						2%	0%	0%	0%	0%					
					Assistants (Teacher)	\$ 20.48	\$ 20.48	\$ 20.48	\$ 20.48	\$ 20.89					
						2%	0%	0%	0%	2%					
					Secretary	\$ 23.11	\$ 23.11	\$ 23.11	\$ 23.11	\$ 23.34					
						2%	0%	0%	0%	1%					



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Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Lethbridge School Division</b>															
CUPE Local 2843	400	2020-08-31	36	2018-05-03	Education Assistant	\$ 23.81	\$ 24.28	\$ 24.28	\$ 24.28	\$ 24.28					
						2%	2%	0%	0%	0%					
					Administrative Support	\$ 24.75	\$ 25.25	\$ 25.25	\$ 25.25	\$ 25.25					
						2%	2%	0%	0%	0%					
CUPE Local 290	80	2020-08-31	24	2019-05-28	Caretaker	\$ 22.57	\$ 23.02	\$ 23.02	\$ 23.02	\$ 23.02					
						2%	2%	0%	0%	0%					
<b>Living Waters Catholic Separate School Division</b>															
AUPE	107	2020-08-31	48	2018-10-16	Custodian	\$ 21.06	\$ 21.06	\$ 21.06	\$ 21.27	\$ 21.57					
						1%	0%	0%	1%	1.5%					
					Teacher Assistant	\$ 23.67	\$ 23.67	\$ 23.67	\$ 23.91	\$ 24.27					
						1%	0%	0%	1%	1.5%					
					Secretary	\$ 25.13	\$ 25.13	\$ 25.13	\$ 25.38	\$ 25.76					
						1%	0%	0%	1%	1.5%					
<b>Livingstone Range School Division</b>															
Willow Creek School Bus Drivers Association	27	2020-08-31	12	2020-02-12	Bus Driver	\$ 56.06	\$ 56.62	\$ 56.62	\$ 56.62	\$ 56.62					
						0%	1%	0%	0%	0%					
CUPE Local 2133	91	2022-08-31	48	2019-01-09	Bus Driver	\$ 20.22	\$ 20.22	\$ 20.22	\$ 20.62	\$ 21.04	\$ 21.04	\$ 21.04			
						2%	0%	0%	2%	2%	0%	0%			
					Custodian	\$ 20.25	\$ 20.25	\$ 20.25	\$ 20.66	\$ 21.07	\$ 21.07	\$ 21.07			
						2%	0%	0%	2%	2%	0%	0%			
					Education Assistant Certified	\$ 21.41	\$ 21.41	\$ 21.41	\$ 21.84	\$ 22.27	\$ 22.27	\$ 22.27			
						2%	0%	0%	2%	2%	0%	0%			
					School Administrative Assistant I	\$ 20.46	\$ 20.46	\$ 20.46	\$ 20.87	\$ 21.29	\$ 21.29	\$ 21.29			
						2%	0%	0%	2%	2%	0%	0%			
					School Administrative Assistant III	\$ 23.18	\$ 23.18	\$ 23.18	\$ 23.64	\$ 24.12	\$ 24.12	\$ 24.12			
						2%	0%	0%	2%	2%	0%	0%			
<b>Medicine Hat Roman Catholic Separate School Division</b>															
CUPE Local 829	20	2023-08-31	48	2019-11-24	Custodian II	\$ 21.87	\$ 22.09	\$ 22.31	\$ 22.53	\$ 22.53	\$ 22.53	\$ 22.53	\$ 22.53		
						2%	1%	1%	1%	0%	0%	0%	0%		

# Collective Agreement Wages Tables - Educational Services

Wages in parentheses indicate wage adjustments

Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Medicine Hat School Division</b>															
CUPE Local 829	280	2023-08-31	48	2019-11-21	Custodian	\$ 21.35	\$ 21.56	\$ 21.78	\$ 22.22	\$ 22.22	\$ 22.22	\$ 22.22	\$ 22.22		
						2%	1%	1%	2%	0%	0%	0%	0%		
					Education Assistant I	\$ 24.36	\$ 24.60	\$ 24.85	\$ 25.35	\$ 25.35	\$ 25.35	\$ 25.35	\$ 25.35		
						2%	1%	1%	2%	0%	0%	0%	0%		
					Education Assistant II	\$ 21.57	\$ 21.79	\$ 22.01	\$ 22.45	\$ 22.45	\$ 22.45	\$ 22.45	\$ 22.45		
						2%	1%	1%	2%	0%	0%	0%	0%		
					Administrative Assistant I	\$ 20.81	\$ 21.02	\$ 21.23	\$ 21.65	\$ 21.65	\$ 21.65	\$ 21.65	\$ 21.65		
						2%	1%	1%	2%	0%	0%	0%	0%		
					Senior Administrative Assistant	\$ 24.11	\$ 24.35	\$ 24.59	\$ 25.08	\$ 25.08	\$ 25.08	\$ 25.08	\$ 25.08		
						2%	1%	1%	2%	0%	0%	0%	0%		
<b>Northern Gateway School Division</b>															
CUPE Local 3705	56	2021-08-31	60	2017-10-04	Teacher Assistant B-0	\$ 19.80	\$ 19.80	\$ 19.80	\$ 20.10	\$ 20.45	\$ 20.86				
						2%	0%	0%	1.5%	1.75%	2%				
					Teacher Assistant B-3	\$ 24.36	\$ 24.36	\$ 24.36	\$ 24.73	\$ 25.16	\$ 25.66				
						2%	0%	0%	1.5%	1.75%	2%				
					School Secretary B-0	\$ 21.89	\$ 21.89	\$ 21.89	\$ 22.22	\$ 22.61	\$ 23.07				
						2%	0%	0%	1.5%	1.75%	2%				
					School Secretary B-3	\$ 27.41	\$ 27.41	\$ 27.41	\$ 27.82	\$ 28.31	\$ 28.88				
						2%	0%	0%	1.5%	1.75%	2%				
<b>Northern Lights School Division</b>															
CUPE Local 1098	18	2021-08-31	24	2020-02-15	Assistant Custodian	\$ 22.28	\$ 22.72	\$ 22.72	\$ 22.72	\$ 22.72	\$ 22.72				
						2%	2%	0%	0%	0%	0%				
<b>Palliser School Division</b>															
CUPE Local 290	30	2021-08-31	60	2016-09-29	Caretaker	\$ 21.90	\$ 21.90	\$ 21.90	\$ 21.90	\$ 21.90	TBD				
						2%	0%	0%	0%	0%					

# Collective Agreement Wages Tables - Educational Services

Wages in parentheses indicate wage adjustments

Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Parkland School Divison</b>															
Operating Engineers Local 955	87	2023-08-31	60	2019-05-09	Caretaker II	\$ 22.70	\$ 22.81	\$ 22.81	\$ 22.81	\$ 22.81	\$ 23.04	\$ 23.50	\$ 23.50		
						2%	0.5%	0%	0%	0%	1%	2%	2%		
CAAMSE	336	2023-08-31	48	2021-03-18	Education Assistant I	\$ 21.75	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18		
						2%	2%	0%	0%	0%	0%	0%	0%		
					Education Assistant III	\$ 27.44	\$ 27.99	\$ 27.99	\$ 27.99	\$ 27.99	\$ 27.99	\$ 27.99	\$ 27.99		
						2%	2%	0%	0%	0%	0%	0%	0%		
					Secretary I	\$ 21.75	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18		
						2%	2%	0%	0%	0%	0%	0%	0%		
					Secretary IV	\$ 29.27	\$ 29.86	\$ 29.86	\$ 29.86	\$ 29.86	\$ 29.86	\$ 29.86	\$ 29.86		
						2%	2%	0%	0%	0%	0%	0%	0%		
<b>Peace River School Division</b>															
CUPE Local 4839	100	2021-08-31	36	2019-05-30	Bus Driver	\$ 55.15	\$ 55.70	\$ 57.09	\$ 57.09	\$ 57.66	\$ 58.24				
						0%	1%	2.5%	0%	1%	1%				
CUPE Local 4839	252	2021-08-31	38	2019-05-27	Education Assistant	\$ 23.89	\$ 24.24	\$ 24.59	\$ 24.59	\$ 24.94	\$ 25.29				
						\$ 0.35	\$ 0.35	\$ 0.35	\$ 0.00	\$ 0.35	\$ 0.35				
					Secretary	\$ 24.04	\$ 25.39	\$ 25.74							
						\$ 0.35	\$ 0.35	\$ 0.35							
<b>Peace Wapiti School Division</b>															
Teamsters Local 362	21	2024-08-31	36	2022-01-25	Bus Driver	12515	12766	12766	12766	12766	12766	12766	12766	12766	13119
						1.5%	2%	0%	0%	0%	0%	0%	0%	0%	2.75%
<b>Pembina Hills School Division</b>															
CUPE Local 1661	53	2020-08-31	12	2019-12-20	Bus Driver	\$ 56.44	\$ 56.44	\$ 56.58	\$ 56.58	\$ 21.60					
						2%	0%	0.25%	0%	2%					

# Collective Agreement Wages Tables - Educational Services

Wages in parentheses indicate wage adjustments

Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Prairie Land School Division</b>															
Operating Engineers Local 955	43	2020-08-31	36	2017-12-14	Bus Driver	\$ 60.79	\$ 61.40	\$ 62.00	\$ 62.62	\$ 63.25					
						1%	1%	1%	1%	1%					
CUPE Local 5829	120	2021-08-31	36	2019-05-21	Custodian	\$ 21.58	\$ 21.79	\$ 22.01	\$ 22.01	\$ 22.23	\$ 22.45				
						2%	1%	1%	0%	1%	1%				
					Education Assistant II	\$ 23.14	\$ 23.37	\$ 23.60	\$ 23.60	\$ 23.84	\$ 24.08				
						2%	1%	1%	0%	1%	1%				
					Education Assistant III	\$ 24.08	\$ 24.32	\$ 24.56	\$ 24.56	\$ 24.81	\$ 25.06				
						2%	1%	1%	0%	1%	1%				
					Secretary I	\$ 24.05	\$ 24.29	\$ 24.54	\$ 24.54	\$ 24.78	\$ 25.03				
						2%	1%	1%	0%	1%	1%				
					Secretary III	\$ 26.76	\$ 27.03	\$ 27.30	\$ 27.30	\$ 27.57	\$ 27.85				
						2%	1%	1%	0%	1%	1%				
<b>Prairie Rose School Division</b>															
CUPE Local 829	10	2020-08-31	48	2017-01-10	Custodian I	\$ 19.06	\$ 19.25	\$ 19.64	\$ 20.03	\$ 20.23					
						2%	1%	2%	2%	1%					
					Custodian II	\$ 21.65	\$ 21.87	\$ 22.30	\$ 22.75	\$ 22.98					
						2%	1%	2%	2%	1%					
<b>Red Deer Catholic Separate School Division</b>															
CUPE Local 417	285	2022-08-31	12	2022-02-16	Education Assistant with certification									\$ 23.04	
														1%	
					Education Assistant without certification									\$ 21.50	
														1%	
					Secretary I									\$ 22.86	
														1%	
					Secretary II									\$ 24.89	
														1%	
<b>Red Deer School Division</b>															
CUPE Local 1012	75	2021-08-31	24	2019-10-01	Caretakers	\$ 21.30	\$ 21.30	\$ 21.30	\$ 21.30	\$ 21.30	\$ 21.30				
						1%	0%	0%	0%	0%	0%				

# Collective Agreement Wages Tables - Educational Services

Wages in parentheses indicate wage adjustments

Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Southern Francophone Education Region</b>															
Unifor Local 1990	75	2021-08-31	28	2019-04-09	Teacher Assistant I					\$ 19.82	\$ 20.01	\$ 20.21	\$ 20.21		
									2.5%	1%	1%	1%			
					Teacher Assistant II	Previously Greater Southern Catholic and Public Education Region	\$ 22.49	\$ 22.72	\$ 22.94	\$ 22.94					
					School Secretary	\$ 27.80	\$ 28.08	\$ 28.36	\$ 28.36						
										2.5%	1%	1%	1%		
<b>St. Albert School Division</b>															
CUPE Local 1099	367	2022-08-31	36	2019-12-11	Custodian	\$ 25.05	\$ 25.05	\$ 25.05	\$ 25.05	\$ 25.05	\$ 25.05	\$ 25.05	\$ 25.05		
									3%	0%	0%	0%	0%	0%	0%
					Education Assistant	\$ 23.93	\$(25.70)	\$ 25.70	\$ 25.70	\$ 25.70	\$ 25.70	\$ 25.70			
					Administrative Assistants	\$ 24.85	\$ 24.85	\$ 24.85	\$ 24.85	\$ 24.85	\$ 24.85	\$ 24.85			
										3%	0%	0%	0%	0%	0%
<b>St. Paul School Division</b>															
Unifor Local 777	18	2021-08-31	35	2018-08-07	Bus Driver	\$ 61.38	\$ 63.39	\$ 64.41	\$ 64.41	\$ 65.41	\$ 66.42				
							0%	3.25%	1.6%	0%	1.5%	1.5%			
<b>Sturgeon School Division</b>															
CUPE Local 4625	180	2020-08-31	12	2021-02-12	Education Assistant 1	\$ 22.64	\$ 22.64	\$ 22.64	\$ 22.64	\$ 22.64					
									2%	0%	0%	0%	0%		
					Education Assistant 4	\$ 31.23	\$ 31.23	\$ 31.23	\$ 31.23	\$ 31.23					
					Administrative Assistant	\$ 24.54	\$ 24.54	\$ 24.54	\$ 24.54	\$ 24.54					
										2%	0%	0%	0%	0%	0%
<b>Wild Rose School Division</b>															
Operating Engineers Local 955	75	2020-08-31	24	2019-09-24	Caretaker	\$ 21.04	\$ 21.25	\$ 21.25	\$ 21.25	\$ 21.25					
									2%	1%	0%	0%	0%		
CAAMSE	211	2020-08-31	12	2020-01-31	Education Assistant	\$ 22.92	\$ 23.15	\$ 23.38	\$ 23.38	\$ 23.38					
									0%	1%	1%	0%	0%		
					Administrative Services I	\$ 22.29	\$ 22.51	\$ 22.74	\$ 22.74	\$ 22.74					
					Administrative Services II	\$ 24.53	\$ 24.78	\$ 25.02	\$ 25.02	\$ 25.02					
										0%	1%	1%	0%	0%	

## Collective Agreement Wages Tables - Educational Services

### Classification - Bus Drivers

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Ees	CBA Expiry	Term	Settled On
<b>BUS DRIVERS - Rates shown may be hourly, daily or annual</b>																
Bus Driver	\$84.68	\$84.68	\$84.68	\$ 15.73	\$ 16.04						Battle River School Division	Battle River School Bus Drivers' Association	34	2020-08-31	24	2018-09-27
	2%	0%	0%	0%	2%											
Bus Driver	\$74.35	\$74.35	\$74.35	\$ 75.83	\$ 75.83	\$75.83	\$ 75.83	\$ 75.83	\$ 75.83		Elk Island Catholic Separate School Division	Elk Island Catholic Transportation Association	36	2022-08-31	48	2018-09-06
	0%	0%	0%	2%	0%	0%	0%	0%	0%							
Bus Driver	\$22.13	\$22.13	\$22.13	\$ 22.35							Foothills School Division	Foothills School Division Bus Drivers' Association	80	2019-08-31	36	2017-11-23
	3%	0%	0%	1%												
Bus Driver	\$65.99	\$67.31	\$67.65	\$ 68.33	\$ 69.35						High Prairie School Division	CUPE Local 1038	62	2020-08-31	36	2017-10-03
	1%	2%	0.5%	1%	1.5%											
Bus Driver	\$20.22	\$20.22	\$20.22	\$ 20.62	\$ 21.04	\$21.04	\$ 21.04	\$ 21.04			Livingstone Range School Division	CUPE Local 2133	91	2022-08-31	48	2019-01-09
	2%	0%	0%	2%	2%	0%	0%									
Bus Driver	\$56.06	\$56.62	\$56.62	\$ 56.62	\$ 56.62						Livingstone Range School Division	Willow Creek School Bus Drivers Association	27	2020-08-31	12	2020-02-12
	0%	1%	0%	0%	0%											
Bus Driver	\$55.15	\$55.70	\$57.09	\$ 57.09	\$ 57.66	\$58.24					Peace River School Division	CUPE Local 4839	100	2021-08-31	36	2019-05-30
	0%	1%	2.5%	0%	1%	1%										
Bus Driver	12515	12766	12766	12766	12766	12766	12766	12766	13119		Peace Wapiti School Division	Teamsters Local 362	21	2024-08-31	36	2022-01-25
	1.5%	2%	0%	0%	0%	0%	0%	0%	2.75%							
Bus Driver	\$56.44	\$56.44	\$56.58	\$ 56.58	\$ 21.60						Pembina Hills School Division	CUPE Local 1661	53	2020-08-31	12	2019-12-20
	2%	0%	0.25%	0%	2%											
Bus Driver	\$60.79	\$61.40	\$62.00	\$ 62.62	\$ 63.25						Prairie Land School Division	OE Local 955	43	2020-08-31	36	2017-12-14
	1%	1%	1%	1%	1%											
Bus Driver	\$61.38	\$63.39	\$64.41	\$ 64.41	\$ 65.41	\$66.42					St. Paul School Division	Unifor Local 777	18	2021-08-31	35	2018-08-07
	0%	3.25%	1.6%	0%	1.5%	1.5%										

## Collective Agreement Wages Tables - Educational Services

### Classification - Cleaners

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Ees	CBA Expiry	Term	Settled On
<b>Cleaners</b> - Wages in parentheses indicate wage adjustments																
Custodian	\$18.16	\$ 18.16	\$ 18.16	\$ 19.34	\$18.62						Aspen View School Division	CUPE Local 4575	44	2020-08-31	48	2017-11-24
	2%	0%	0%	1%	1.5%											
Custodian II	\$21.25	\$ 21.25	\$ 21.25	\$ 21.46	\$21.78											
	2%	0%	0%	1%	1.5%											
Custodian	\$21.49	\$ 21.49	\$ 21.49	\$ 21.49	\$21.70						Battle River School Division	CUPE Local 1075	7	2020-08-31	48	2017-06-30
	3%	0%	0%	0%	1%											
Head Custodian	\$24.57	\$ 24.57	\$ 24.57	\$ 24.57	\$24.81											
	3%	0%	0%	0%	1%											
Custodian 1	\$19.79	\$(20.49)	\$(20.95)	\$(21.41)	\$21.41	\$21.41	\$21.41	\$21.41	\$21.68	\$22.01	Black Gold School Division	Teamsters Local 987	86	2024-08-31	48	2022-01-28
	2%	1%	1%	1%	0%	0%	0%	0%	1.25%	1.5%						
Custodian 2	\$22.70	\$(23.43)	\$(23.92)	\$(24.41)	\$24.41	\$21.41	\$21.41	\$21.41	\$24.72	\$25.09						
	2%	1%	1%	1%	0%	0%	0%	0%	1.25%	1.5%						
Custodian	\$20.72	\$ 20.72	\$ 20.72	\$ 21.02	\$21.02	\$21.02	\$21.02				Buffalo Trail School Division	CUPE Local 1606	244	2022-08-31	36	2020-04-09
	2%	0%	0%	\$ 0.30	0%	0%	0%									
Cleaner, Full-time	\$21.03	\$ 21.03	\$ 21.03	\$ 21.03	\$21.03						Calgary School Division	CUPE Local 40	750	2020-08-31	36	2019-05-14
	0%	0%	0%	0%	0%											
Janitorial Staff	\$16.97	\$ 17.14	\$ 17.57	\$ 17.66	\$17.84	\$18.20					Calgary Quest Children's Society	UFCW Local 401	63	2021-08-31	36	2019-05-16
		1%	2.5%	0.5%	1%	2%										
Cleaner, Group 1	\$24.90	\$ 24.90	\$ 24.90	\$ 24.90	\$24.90						Calgary Roman Catholic Separate School Division	CUPE Local 520	328	2020-08-31	36	2019-06-01
	2%	0%	0%	0%	0%	TBD										
Custodian	\$23.01	\$ 23.01	\$ 23.01	\$ 23.35	\$23.35	\$23.35					Canadian Rockies School Division	CUPE Local 37	15	2021-08-31	24	2019-12-17
	3%	0%	0%	1.5%	0%	0%										
Custodian	\$21.04	\$ 21.33	\$ 21.33	\$ 21.33	\$21.33	\$21.33					Clearview School Division	CUPE Local 4292	20	2021-08-31	24	2020-02-20
	2%	1.4%	0%	0%	0%	0%										
Custodian	\$21.51	\$ 21.51	\$ 21.51	\$ 21.51	\$21.51	\$21.51					East Central Alberta Catholic Separate School Division	CUPE Local 5352	103	2021-08-31	36	2020-03-10
	2%	0%	0%	0%	0%	0%										
Custodian	\$24.70	\$ 24.70	\$ 24.70	\$ 24.70	\$25.20						Edmonton Catholic Separate School Division	AUPE	398	2020-08-31	48	2019-01-29
	2.5%	0%	0%	0%	2%											
Custodian, Senior	\$26.62	\$ 26.62	\$ 26.62	\$ 26.62	\$27.16											
	2.5%	0%	0%	0%	2%											
Custodian	\$24.28	\$ 24.71	\$ 24.71	\$ 24.71	\$25.02						Edmonton School Division	CUPE Local 474	946	2020-08-31	36	2018-09-25
	2%	1.75%	0%	0%	1.25%											

## Collective Agreement Wages Tables - Educational Services

### Classification - Cleaners

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Ees	CBA Expiry	Term	Settled On
<b>Cleaners</b> - Wages in parentheses indicate wage adjustments																
Caretaker	\$23.64	\$ 23.64	\$ 24.11	\$ 24.11	\$24.11						Elk Island Catholic Separate School Division	CUPE Local 1961	56	2020-08-31	36	2018-01-24
	0%	0%	2%	0%	0%											
Custodian	\$22.26	\$ 22.26	\$ 22.26	\$ 22.26	\$22.26						Fort McMurray Roman Catholic Separate School Division	CUPE Local 2559	270	2020-08-31	48	2017-06-06
	2%	0%	0%	0%	0%											
Custodial	\$23.76	\$ 23.76	\$ 23.76	\$ 23.76	\$24.00	\$24.30					Fort McMurray Public School Division	CUPE Local 2545	359	2021-08-31	36	2019-04-24
	1%	0%	0%	0%	1%	1.25%										
Caretaker	\$23.44	\$ 24.42	\$ 24.42	\$ 24.42	\$24.42	\$24.42					Grande Prairie School Division	Employees Assn	364	2021-08-31	48	2018-04-17
	2%	4.2%	0%	0%	0%	0%										
Custodian	\$25.79	\$ 26.31	\$ 26.31	\$ 26.31	\$27.10						Grande Prairie Roman Catholic Separate School Division	Unifor Local 328	196	2020-08-31	36	2017-05-31
	1.5%	2%	0%	0%	3%											
Custodian	\$24.68	\$ 24.68	\$ 24.68	\$ 24.68							Greater North Central Francophone Education Region	Unifor Local 777	35	2019-08-31	36	2017-10-15
	0%	0%	0%	0%												
Caretaker	\$23.34	\$ 23.34	\$ 23.34	\$ 23.34	\$23.34	\$23.81					Holy Spirit Roman Catholic Separate School Division	CUPE Local 290	46	2020-08-31	36	2019-03-18
	2%	0%	0%	0%	0%	2%										
Caretaker	\$22.71	\$ 22.71	\$ 22.71	\$ 22.71	\$22.71						Horizon School Division	CUPE Local 3203	176	2020-08-31	12	2021-01-14
	2%	0%	0%	0%	0%											
Caretaker	\$22.57	\$ 23.02	\$ 23.02	\$ 23.02	\$23.02						Lethbridge School Division	CUPE Local 290	80	2020-08-31	24	2019-05-28
	2%	2%	0%	0%	0%											
Custodian	\$21.06	\$ 21.06	\$ 21.06	\$ 21.27	\$21.57						Living Waters Catholic Separate School Division	AUPE	107	2020-08-31	48	2018-10-16
	1%	0%	0%	1%	1.5%											
Custodian	\$20.25	\$ 20.25	\$ 20.25	\$ 20.66	\$21.07	\$21.07	\$ 21.07				Livingstone Range School Division	CUPE Local 2133	91	2022-08-31	48	2019-01-09
	2%	0%	0%	2%	2%	0%	0%									
Custodian II	\$21.87	\$ 22.09	\$ 22.31	\$ 22.53	\$22.53	\$22.53	\$ 22.53	\$ 22.53			Medicine Hat Roman Catholic Separate School Division	CUPE Local 829	20	2023-08-31	48	2019-11-24
	2%	1%	1%	1%	0%	0%	0%	0%								
Custodian	\$21.35	\$ 21.56	\$ 21.78	\$ 22.22	\$22.22	\$22.22	\$ 22.22	\$ 22.22			Medicine Hat School Division	CUPE Local 829	280	2023-08-31	48	2019-11-21
	2%	1%	1%	2%	0%	0%	0%	0%								
Asst Custodian	\$22.28	\$ 22.72	\$ 22.72	\$ 22.72	\$22.72	\$22.72					Northern Lights School Division	CUPE Local 1098	18	2021-08-31	24	2020-02-15
	2%	2%	0%	0%	0%	0%										
Caretaker	\$21.90	\$ 21.90	\$ 21.90	\$ 21.90	\$21.90	TBD					Palliser School Division	CUPE Local 290	30	2021-08-31	60	2016-09-29
	2%	0%	0%	0%	0%											
Caretaker II	\$22.70	\$ 22.81	\$ 22.81	\$ 22.81	\$22.81	\$23.04	\$ 23.50	\$ 23.50			Parkland School Division	OE Local 955	87	2023-08-31	60	2019-05-09
	2%	0.5%	0%	0%	0%	1%	2%	2%								



## Collective Agreement Wages Tables - Educational Services

### Classification - Cleaners

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Ees	CBA Expiry	Term	Settled On
<b>Cleaners</b> - Wages in parentheses indicate wage adjustments																
Custodian	\$21.58	\$ 21.79	\$ 22.01	\$ 22.01	\$22.23	\$22.45					Prairie Land School Division	CUPE Local 5829	120	2021-08-31	36	2019-05-21
	2%	1%	1%	0%	1%	1%										
Custodian I	\$19.06	\$ 19.25	\$ 19.64	\$ 20.03	\$20.23						Prairie Rose School Division	CUPE Local 829	10	2020-08-31	48	2017-01-10
	2%	1%	2%	2%	1%											
Custodian II	\$21.65	\$ 21.87	\$ 22.30	\$ 22.75	\$22.98											
	2%	1%	2%	2%	1%											
Caretakers	\$21.30	\$ 21.30	\$ 21.30	\$ 21.30	\$21.30	\$21.30					Red Deer School Divison	CUPE Local 1012	75	2021-08-31	24	2019-10-01
	1%	0%	0%	0%	0%	0%										
Custodian	\$25.05	\$ 25.05	\$ 25.05	\$ 25.05	\$25.05	\$25.05	\$ 25.05				St. Albert School Division	CUPE Local 1099	367	2022-08-31	36	2019-12-11
	3%	0%	0%	0%	0%	0%	0%									
Caretaker	\$21.04	\$ 21.25	\$ 21.25	\$ 21.25	\$21.25						Wild Rose School Division	OE Local 955	75	2020-08-31	24	2019-09-24
	2%	1%	0%	0%	0%											

## Collective Agreement Wages Tables - Educational Services

### Classification - Education Assistants

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Ees	CBA Expiry	Term	Settled On
<b>Education Assistants</b> - Wages in parentheses indicate wage adjustments																
Education Assistant, Certified	\$23.00	\$ 23.00	\$23.00	\$ 23.23	\$23.58						Aspen View School Division	CUPE Local 4575	44	2020-08-31	48	2017-11-24
	2%	0%	0%	1%	1.5%											
Education Assistant, Level 2	\$22.53	\$ 22.76	\$22.99	\$ 22.99	\$23.10	\$23.33					Black Gold School Division	CUPE Local 3484	500	2021-08-31	36	2019-04-24
	2%	1%	1%	0%	0.5%	1%										
Education Assistant, Level 3	\$23.52	\$ 23.76	\$24.00	\$ 24.00	\$24.12	\$24.36										
	2%	1%	1%	0%	0.5%	1%										
Educational Assistant	\$20.30	\$ 20.30	\$20.30	\$ 20.60	\$20.60	\$20.60	\$ 20.60				Buffalo Trail School Division	CUPE Local 1606	244	2022-08-31	36	2020-04-09
	2%	0%	0%	\$ 0.30	0%	0%	0%									
Education Assistant, Grade C	\$28.43	\$ 28.43	\$28.43	\$ 28.43	\$28.43						Calgary School Division	Staff Assn	5,000	2020-08-31	36	2019-06-11
	0%	0%	0%	0%	0%											
Education Assistant, Grade D	\$30.96	\$ 30.96	\$30.96	\$ 30.96	\$30.96											
	0%	0%	0%	0%	0%											
Instructional Assistant, Level B	\$25.77	\$ 26.03	\$26.68	\$26.81	\$27.08	\$27.62					Calgary Quest Children's Society	UFCW Local 401	63	2021-08-31	36	2019-05-16
		1%	2.5%	0.5%	1%	2%										
Education Assistant Category 5	\$22.79	\$ 22.79	\$22.79								Calgary Roman Catholic Separate School Division	Unifor Local 1990	1,757	2018-08-31	24	2019-01-30
	2%	0%	0%													
Education Assistant Category 10	\$28.56	\$ 24.56	\$28.56													
	2%	0%	0%													
Education Assistant	\$24.16	\$ 24.16	\$24.16	\$ 24.52	\$24.52	\$24.52					Canadian Rockies School Division	CUPE Local 4306	53	2021-08-31	24	2020-01-23
	3%	0%	0%	1.5%	0%	0%										
Educational Assistant 1	\$19.67	\$ 19.67	\$19.67	\$ 19.67	\$19.67	\$19.67					East Central Alberta Catholic Separate School Division	CUPE Local 5352	103	2021-08-31	36	2020-03-10
	2%	0%	0%	0%	0%	0%										
Educational Assistant 2	\$21.12	\$ 21.12	\$21.12	\$ 21.12	\$21.12	\$21.12										
	2%	0%	0%	0%	0%	0%										
Education Assistant, Grid E	\$27.79	\$ 28.28	\$28.28	\$ 28.42	\$28.70						Edmonton School Division	CUPE Local 3550	3,487	2020-08-31	36	2019-03-19
	2%	1.75%	0%	0.5%	1%											
Education Assistant II	\$27.34	\$ 27.34	\$27.34	\$ 27.34	\$27.34	\$27.34					Elk Island Catholic Separate School Division	Unifor Local 71	183	2021-08-31	36	2019-03-01
	1%	0%	0%	0%	0%	0%										
Education Assistant III	\$31.40	\$ 31.40	\$31.40	\$ 31.40	\$31.40	\$31.40										
	1%	0%	0%	0%	0%	0%										
Education Assistant	\$22.16	\$ 22.16	\$22.16	\$ 22.38	\$22.38						Foothills School Division	CUPE Local 5040	215	2020-08-31	12	2019-12-05
	3%	0%	0%	1%	0%											

## Collective Agreement Wages Tables - Educational Services

### Classification - Education Assistants

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Ees	CBA Expiry	Term	Settled On
<b>Education Assistants</b> - Wages in parentheses indicate wage adjustments																
Education Assistant 1	\$25.00	\$ 25.00	\$25.00	\$ 25.00	\$25.00						Fort McMurray Roman Catholic Separate School Division	CUPE Local 2559	270	2020-08-31	48	2017-06-06
	2%	0%	0%	0%	0%											
Education Assistant 6	\$32.59	\$ 32.59	\$32.59	\$ 32.59	\$32.59											
	2%	0%	0%	0%	0%											
Education Assistant, Band 1	\$25.49	\$ 25.49	\$25.49	\$ 25.49	\$25.74	\$26.07					Fort McMurray Public School Division	CUPE Local 2545	366	2021-08-31	36	2019-04-24
	1%	0%	0%	0%	1%	1.25%										
Education Assistant, Band 4	\$28.09	\$ 28.09	\$28.09	\$ 28.09	\$28.37	\$28.73										
	1%	0%	0%	0%	1%	1.25%										
Education Program Assistant I	\$20.99	\$ 21.41	\$21.41	\$ 21.73	\$22.06						Golden Hills School Division	CUPE Local 2347	25	2020-08-31	36	2018-04-26
	2%	2%	0%	1.5%	1.5%											
Education Program Assistant, Signing	\$26.62	\$ 27.15	\$27.15	\$ 27.56	\$27.97											
	2%	2%	0%	1.5%	1.5%											
Education Assistant, Level 2	\$23.60	\$ 24.06	\$24.06	\$ 24.06	\$24.06	\$24.06					Grande Prairie School Division	Employees Assn	364	2021-08-31	48	2018-04-17
	2%	2%	0%	0%	0%	0%										
Education Assistant, Level 3	\$23.96	\$ 24.42	\$24.42	\$ 24.42	\$24.42	\$24.42										
	2%	2%	0%	0%	0%	0%										
Education Assistant	\$24.20	\$ 24.68	\$24.68	\$ 24.68	\$25.42						Grande Prairie Roman Catholic Separate School Division	Unifor Local 328	196	2020-08-31	36	2017-05-31
	1.5%	2%	0%	0%	3%											
Teacher Assistant II	\$22.01	\$ 22.23	\$22.45	\$ 22.45	\$22.56	\$22.79					Grande Yellowhead School Division	CUPE Local 1357	210	2021-08-31	36	2018-11-28
	2%	1%	1%	0%	0.5%	1%										
Teacher Assistant III	\$22.32	\$ 22.54	\$22.77	\$ 22.77	\$22.88	\$23.11										
	2%	1%	1%	0%	0.5%	1%										
Education Assistant, Level 3	\$24.57	\$ 24.57	\$24.57	\$ 24.57	\$24.57	\$24.57	\$24.57	\$24.57	\$24.57		Greater North Central Francophone Education Region	Unifor Local 52A	100	2022-08-31	48	2019-12-06
	0%	0%	0%	0%	0%	0%	0%	0%								
Education Assistant, Level 5	\$28.88	\$ 28.88	\$28.88	\$ 28.88	\$28.88	\$28.88	\$28.88	\$28.88	\$28.88							
	0%	0%	0%	0%	0%	0%	0%	0%								
Education Assistant	\$27.52	\$ 27.52	\$28.62	\$ 28.62	\$28.62	\$28.62	\$28.62	\$28.62			Greater St. Albert Roman Catholic Separate School Division	CUPE Local 2550	73	2022-08-31	36	2019-12-19
	2%	0%	4%	0%	0%	0%	0%									
Education Assistant	\$28.06	\$ 28.62	\$28.62	\$ 28.62	\$28.62						Greater St. Albert Roman Catholic Separate School Division (City of St. Albert)	Unifor Local 72A	109	2020-08-31	28	2018-05-14
	1%	2%	0%	0%	0%											
Education Assistant	\$22.10	\$ 22.54	\$22.54	\$ 22.54	\$22.99						Holy Spirit Roman Catholic School Division	CUPE Local 1825	224	2020-08-31	36	2018-03-28
	2%	2%	0%	0%	2%											

## Collective Agreement Wages Tables - Educational Services

### Classification - Education Assistants

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Ees	CBA Expiry	Term	Settled On	
<b>Education Assistants</b> - Wages in parentheses indicate wage adjustments																	
Assistant (Teacher)	\$ 20.48	\$ 20.48	\$ 20.48	\$ 20.48	\$ 20.89						Horizon School Division	CUPE Local 3203	176	2020-08-31	12	2021-01-14	
	2%	0%	0%	0%	2%												
Education Assistant	\$ 23.81	\$ 24.28	\$ 24.28	\$ 24.28	\$ 24.28						Lethbridge School Division	CUPE Local 2843	400	2020-08-31	36	2018-05-03	
	2%	2%	0%	0%	0%												
Teacher Assistant	\$ 23.67	\$ 23.67	\$ 23.67	\$ 23.91	\$ 24.27						Living Waters Catholic Separate School Division	AUPE	107	2020-08-31	48	2018-10-16	
	1%	0%	0%	1%	1.5%												
Education Assistant Certified	\$ 21.41	\$ 21.41	\$ 21.41	\$ 21.84	\$ 22.27	\$ 22.27	\$ 22.27				Livingstone Range School Division	CUPE Local 2133	91	2022-08-31	48	2019-01-09	
	2%	0%	0%	2%	2%	0%	0%										
Education Assistant I	\$ 24.36	\$ 24.60	\$ 24.85	\$ 25.35	\$ 25.35	\$ 25.35	\$ 25.35	\$ 25.35			Medicine Hat School Division	CUPE Local 829	280	2023-08-31	48	2019-11-21	
	2%	1%	1%	2%	0%	0%	0%	0%									
Education Assistant II	\$ 21.57	\$ 21.79	\$ 22.01	\$ 22.45	\$ 22.45	\$ 22.45	\$ 22.45	\$ 22.45									
	2%	1%	1%	2%	0%	0%	0%	0%									
Teacher Assistant B-0	\$ 19.80	\$ 19.80	\$ 19.80	\$ 20.10	\$ 20.45	\$ 20.86					Northern Gateway School Division	CUPE Local 3705	56	2021-08-31	60	2017-10-04	
	2%	0%	0%	1.5%	1.75%	2%											
Teacher Assistant B-3	\$ 24.36	\$ 24.36	\$ 24.36	\$ 24.73	\$ 25.16	\$ 25.66											
	2%	0%	0%	1.5%	1.75%	2%											
Education Assistant I	\$ 21.75	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18			Parkland School Divison	CAAMSE	336	2023-08-31	48	2021-03-18	
	2%	2%	0%	0%	0%	0%	0%	0%									
Education Assistant III	\$ 27.44	\$ 27.99	\$ 27.99	\$ 27.99	\$ 27.99	\$ 27.99	\$ 27.99	\$ 27.99									
	2%	2%	0%	0%	0%	0%	0%	0%									
Educational Assistant	\$ 23.89	\$ 24.24	\$ 24.59	\$ 24.59	\$ 24.94	\$ 25.29					Peace River School Division	CUPE Local 4839	252	2021-08-31	38	2019-05-27	
	\$ 0.35	\$ 0.35	\$ 0.35	\$ 0.00	\$ 0.35	\$ 0.35											
Education Assistant II	\$ 23.14	\$ 23.37	\$ 23.60	\$ 23.60	\$ 23.84	\$ 24.08					Prairie Land School Division	CUPE Local 5829	120	2021-08-31	36	2019-05-21	
	2%	1%	1%	0%	1%	1%											
Education Assistant III	\$ 24.08	\$ 24.32	\$ 24.56	\$ 24.56	\$ 24.81	\$ 25.06											
	2%	1%	1%	0%	1%	1%											
Education Assistant with certification							\$ 23.04				Red Deer Catholic Separate School Division	CUPE Local 417	285	2022-08-31	12	2022-02-16	
Education Assistant without certification							\$ 21.50										
							1%										

## Collective Agreement Wages Tables - Educational Services

### Classification - Education Assistants

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Ees	CBA Expiry	Term	Settled On	
<b>Education Assistants</b> - Wages in parentheses indicate wage adjustments																	
Teacher Assistant I					\$19.82	\$20.01	\$20.21	\$20.21				Southern Francophone Education Region	Unifor Local 1990	75	2021-08-31	28	2019-04-09
Teacher Assistant II	Previously Greater Southern Catholic and Public Education Region				2.5%	1%	1%	1%									
					\$22.49	\$22.72	\$22.94	\$22.94									
					2.5%	1%	1%	1%									
Education Assistant	\$23.93	\$(25.70)	\$25.70	\$25.70	\$25.70	\$25.70	\$25.70				St. Albert School Division	CUPE Local 1099	367	2022-08-31	36	2019-12-11	
	3%	0%	0%	0%	0%	0%	0%										
Education Assistant 1	\$22.64	\$22.64	\$22.64	\$22.64	\$22.64							Sturgeon School Division	CUPE Local 4625	180	2020-08-31	12	2021-02-12
	2%	0%	0%	0%	0%												
Education Assistant 4	\$31.23	\$31.23	\$31.23	\$31.23	\$31.23												
	2%	0%	0%	0%	0%												
Educational Assistant	\$22.92	\$23.15	\$23.38	\$23.38	\$23.38							Wild Rose School Division	CAAMSE	211	2020-08-31	12	2020-01-31
	0%	1%	1%	0%	0%												

## Collective Agreement Wages Tables - Educational Services

### Classification - Administrative

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Ees	CBA Expiry	Term	Settled On
<b>Administrative / Secretary</b> - Wages in parentheses indicate wage adjustments																
School Secretary	\$21.62	\$21.62	\$21.62	\$ 21.84	\$ 22.16						Aspen View School Division	CUPE Local 4575	44	2020-08-31	48	2017-11-24
	2%	0%	0%	1%	1.5%											
Head Secretary	\$24.60	\$24.85	\$25.10	\$ (25.55)	\$ 25.68	\$25.94					Black Gold School Division	CUPE Local 3484	508	2021-08-31	36	2019-04-24
	2%	1%	1%	0%	0.5%	1%										
Secretary I	\$22.85	\$23.08	\$23.31	\$ (23.76)	\$ 23.88	\$24.12										
	2%	1%	1%	0%	0.5%	1%										
Administrative Assistant	2.00	0.00	0.00	0.30	0.00	0.00	0.00	0.00			Buffalo Trail School Division	CUPE Local 1606	244	2022-08-31	36	2020-04-09
	22.15	22.15	22.15	22.45	22.45	22.45	22.45									
School Secretary / Office Assistant , Grade C	\$28.43	\$28.43	\$28.43	\$ 28.43	\$ 28.43						Calgary School Division	Staff Assn	5,000	2020-08-31	36	2019-06-11
	0%	0%	0%	0%	0%											
Administrative Secretary Elementary, Cat 10	\$28.56	\$28.56	\$28.56								Calgary Roman Catholic Separate School Division	Unifor Local 1990	1,757	2018-08-31	24	2019-01-30
	2%	0%	0%													
Administrative Secretary Secondary, Cat 11	\$29.34	\$29.34	\$29.34													
	2%	0%	0%													
Administrative Assistant	\$24.56	\$24.56	\$24.56	\$ 24.93	\$ 24.93	\$24.93					Canadian Rockies School Division	CUPE Local 4306	53	2021-08-31	24	2020-01-23
	3%	0%	0%	1.5%	0%	0%										
Administrative Assistant 1 / Office Clerk 1	\$23.33	\$23.33	\$23.33	\$ 23.33	\$ 23.33	\$23.33					East Central Alberta Catholic Separate School Division	CUPE Local 5352	103	2021-08-31	36	2020-03-10
	2%	0%	0%	0%	0%	0%										
Administrative Assistant 2 / Office Clerk 2	\$25.58	\$25.58	\$25.58	\$ 25.58	\$ 25.58	\$25.58										
	2%	0%	0%	0%	0%	0%										
Administrative Assistant , Grid E	\$27.79	\$28.28	\$28.28	\$ 28.42	\$ 28.70						Edmonton School Division	CUPE Local 3550	3,487	2020-08-31	36	2019-03-19
	2%	1.75%	0%	0.5%	1%											
Secretary I	\$25.11	\$25.11	\$25.11	\$ 25.11	\$ 25.11	\$25.11					Elk Island Catholic Separate School Division	Unifor Local 71	183	2021-08-31	36	2019-03-01
	1%	0%	0%	0%	0%	0%										
Secretary II	\$27.34	\$27.34	\$27.34	\$ 27.34	\$ 27.34	\$27.34										
	1%	0%	0%	0%	0%	0%										
Secretary	\$22.16	\$22.16	\$22.16	\$ 22.38	\$ 22.38						Foothills School Division	CUPE Local 5040	215	2020-08-31	12	2019-12-05
	3%	0%	0%	1%	0%											
School Administrative Assistant , Administrative Support 6	\$29.02	\$29.02	\$29.02	\$ 29.02	\$ 29.02						Fort McMurray Roman Catholic Separate School Division	CUPE Local 2559	270	2020-08-31	48	2017-06-06
	2%	0%	0%	0%	0%											
School Assistant Secretary, Administrative Support 4	\$26.02	\$26.02	\$26.02	\$ 26.02	\$ 26.02											
	2%	0%	0%	0%	0%											

## Collective Agreement Wages Tables - Educational Services

### Classification - Administrative

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Ees	CBA Expiry	Term	Settled On
<b>Administrative / Secretary</b> - Wages in parentheses indicate wage adjustments																
Administrative Assistant , Band 2	\$26.37	\$26.37	\$26.37	\$26.37	\$26.63	\$26.97					Fort McMurray Public School Division	CUPE Local 2545	366	2021-08-31	36	2019-04-24
	1%	0%	0%	0%	1%	1.25%										
Senior Administrative Assistant , Band 5	\$28.96	\$28.96	\$28.96	\$28.96	\$29.25	\$29.62										
	1%	0%	0%	0%	1%	1.25%										
Secretary I	\$21.60	\$22.03	\$22.03	\$22.36	\$22.70						Golden Hills School Division	CUPE Local 2347	25	2020-08-31	36	2018-04-26
	2%	2%	0%	1.5%	1.5%											
Secretary II	\$19.99	\$20.39	\$20.39	\$20.70	\$21.01											
	2%	2%	0%	1.5%	1.5%											
Administrative Assistant	\$23.55	\$24.02	\$24.02	\$24.02	\$24.02	\$24.02					Grande Prairie School Division	Employees Assn	364	2021-08-31	48	2018-04-17
	2%	2%	0%	0%	0%	0%										
One Administrative Assistant School	\$24.08	\$24.56	\$24.56	\$24.56	\$24.56	\$24.56										
	2%	2%	0%	0%	0%	0%										
School Secretary	\$25.69	\$26.20	\$26.20	\$26.20	\$26.99						Grande Prairie Roman Catholic Separate School Division	Unifor Local 328	196	2020-08-31	36	2017-05-31
	1.5%	2%	0%	0%	3%											
School Secretary 1	\$27.66	\$28.24	\$28.24	\$28.24	\$29.08											
	1.5%	2%	0%	0%	3%											
Secretary I	\$22.11	\$22.33	\$22.55	\$22.55	\$22.66	\$22.89					Grande Yellowhead School Division	CUPE Local 1357	210	2021-08-31	36	2018-11-28
	2%	1%	1%	0%	0.5%	1%										
Secretary IV	\$25.38	\$25.63	\$25.89	\$25.89	\$26.02	\$26.28										
	2%	1%	1%	0%	0.5%	1%										
Secretary, Level 4	\$26.73	\$26.73	\$26.73	\$26.73	\$26.73	\$26.73	\$26.73	\$26.73	\$26.73		Greater North Central Francophone Education Region	Unifor Local 52A	100	2022-08-31	48	2019-12-06
	0%	0%	0%	0%	0%	0%	0%	0%	0%							
Secretary, Level 6	\$31.01	\$31.01	\$31.01	\$31.01	\$31.01	\$31.01	\$31.01	\$31.01	\$31.01							
	0%	0%	0%	0%	0%	0%	0%	0%	0%							
School Office Support I	\$24.44	\$24.44	\$25.43	\$25.43	\$(26.54)	\$26.54	\$26.54				Greater St. Albert Roman Catholic Separate School Division	CUPE Local 2550	73	2022-08-31	36	2019-12-19
	2%	0%	4%	0%	0%	0%	0%									
School Office Support II	\$27.52	\$27.52	\$28.62	\$28.62	\$28.62	\$28.62	\$28.62									
	2%	0%	4%	0%	0%	0%	0%									
Administrative Services I / School Office Support I	\$24.93	\$25.43	\$25.43	\$25.43	\$25.43						Greater St. Albert Roman Catholic Separate School Division (City of St. Albert)	Unifor Local 72A	109	2020-08-31	28	2018-05-14
	1%	2%	0%	0%	0%											
Administrative Services II / School Office Support II	\$28.06	\$28.62	\$28.62	\$28.62	\$28.62											
	1%	2%	0%	0%	0%											

## Collective Agreement Wages Tables - Educational Services

### Classification - Administrative

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Ees	CBA Expiry	Term	Settled On	
<b>Administrative / Secretary</b> - Wages in parentheses indicate wage adjustments																	
Administrative Assistant	\$24.93	\$25.43	\$25.43	\$25.43	\$25.94						Holy Spirit Roman Catholic School Division	CUPE Local 1825	224	2020-08-31	36	2018-03-28	
	2%	2%	0%	0%	2%												
Secretary	\$23.11	\$23.11	\$23.11	\$23.11	\$23.34						Horizon School Division	CUPE Local 3203	176	2020-08-31	12	2021-01-14	
	2%	0%	0%	0%	1%												
Administrative Support	\$24.75	\$25.25	\$25.25	\$25.25	\$25.25						Lethbridge School Division	CUPE Local 2843	400	2020-08-31	36	2018-05-03	
	2%	2%	0%	0%	0%												
Secretary	\$25.13	\$25.13	\$25.13	\$25.38	\$25.76						Living Waters Catholic Separate School Division	AUPE	107	2020-08-31	48	2018-10-16	
	1%	0%	0%	1%	1.5%												
School Administrative Assistant I	\$20.46	\$20.46	\$20.46	\$20.87	\$21.29	\$21.29	\$21.29				Livingstone Range School Division	CUPE Local 2133	91	2022-08-31	48	2019-01-09	
	2%	0%	0%	2%	2%	0%	0%										
School Administrative Assistant III	\$23.18	\$23.18	\$23.18	\$23.64	\$24.12	\$24.12	\$24.12										
	2%	0%	0%	2%	2%	0%	0%										
Administrative Assistant I	\$20.81	\$21.02	\$21.23	\$21.65	\$21.65	\$21.65	\$21.65	\$21.65			Medicine Hat School Division	CUPE Local 829	280	2023-08-31	48	2019-11-21	
	2%	1%	1%	2%	0%	0%	0%	0%									
Senior Administrative Assistant	\$24.11	\$24.35	\$24.59	\$25.08	\$25.08	\$25.08	\$25.08	\$25.08									
	2%	1%	1%	2%	0%	0%	0%	0%									
School Secretary B-0	\$21.89	\$21.89	\$21.89	\$22.22	\$22.61	\$23.07					Northern Gateway School Division	CUPE Local 3705	56	2021-08-31	60	2017-10-04	
	2%	0%	0%	1.5%	1.75%	2%											
School Secretary B-3	\$27.41	\$27.41	\$27.41	\$27.82	\$28.31	\$28.88											
	2%	0%	0%	1.5%	1.75%	2%											
Secretary I	\$21.75	\$22.18	\$22.18	\$22.18	\$22.18	\$22.18	\$22.18	\$22.18			Parkland School Division	CAAMSE	336	2023-08-31	48	2021-03-18	
	2%	2%	0%	0%	0%	0%	0%	0%									
Secretary IV	\$29.27	\$29.86	\$29.86	\$29.86	\$29.86	\$29.86	\$29.86	\$29.86									
	2%	2%	0%	0%	0%	0%	0%	0%									
Secretary	\$24.04	\$25.39	\$25.74								Peace River School Division	CUPE Local 4839	227	2018-08-31	26	2016-05-11	
	\$ 0.35	\$ 0.35	\$ 0.35														
Secretary I	\$24.05	\$24.29	\$24.54	\$24.54	\$24.78	\$25.03					Prairie Land School Division	CUPE Local 5829	120	2021-08-31	36	2019-05-21	
	2%	1%	1%	0%	1%	1%											
Secretary III	\$26.76	\$27.03	\$27.30	\$27.30	\$27.57	\$27.85											
	2%	1%	1%	0%	1%	1%											



## Collective Agreement Wages Tables - Educational Services

### Classification - Administrative

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Ees	CBA Expiry	Term	Settled On
<b>Administrative / Secretary</b> - Wages in parentheses indicate wage adjustments																
Secretary I							\$ 22.86				Red Deer Catholic Separate School Division	CUPE Local 417	285	2022-08-31	12	2022-02-16
							1%									
Secretary II							\$ 24.89									
							1%									
School Secretary	Previously Greater Southern Catholic and Public Education Region				\$ 27.80	\$ 28.08	\$ 28.36	\$ 28.36			Southern Francophone Education Region	Unifor Local 1990	75	2021-08-31	28	2019-04-09
					2.5%	1%	1%	1%								
Administrative Assistant	\$ 24.85	\$ 24.85	\$ 24.85	\$ 24.85	\$ 24.85	\$ 24.85	\$ 24.85				St. Albert School Division	CUPE Local 1099	367	2022-08-31	36	2019-12-11
	3%	0%	0%	0%	0%	0%	0%									
Administrative Assistant	\$ 24.54	\$ 24.54	\$ 24.54	\$ 24.54	\$ 24.54						Sturgeon School Division	CUPE Local 4625	180	2020-08-31	12	2021-02-12
	2%	0%	0%	0%	0%											
Administrative Services I	\$ 22.29	\$ 22.51	\$ 22.74	\$ 22.74	\$ 22.74						Wild Rose School Division	CAAMSE	211	2020-08-31	12	2020-01-31
	0%	1%	1%	0%	0%											
Administrative Services II	\$ 24.53	\$ 24.78	\$ 25.02	\$ 25.02	\$ 25.02											
	0%	1%	1%	0%	0%											